

BPOA BENEFIT SUMMARY SHEET

For Employees Hired Prior To January 1, 2008

FRINGE BENEFITS AND WELLNESS

- **CAFETERIA PLAN**
\$564.08/month towards medical plan
plus additional medical premium if eligible
- **DENTAL INSURANCE**
Employer paid family coverage
- **EMPLOYEE ASSISTANCE PROGRAM (EAP)**
Available to employees and dependents
- **VISION PLAN**
Employer paid for employee only
Dependents may be added at additional cost
- **SHORT/LONG TERM DISABILITY (STD/LTD)**
Provided by BPOA
- **MEDICARE COVERAGE**
Provided for employees hired after April 1, 1986
- **LIFE INSURANCE**
\$10,000 Voluntary plan (includes \$12,000 Accidental Death & Dismemberment for covered accident/injury/loss)
- **ACCIDENTAL DEATH & DISMEMBERMENT**
Work-related accident up to \$50,000

RETIREMENT BENEFITS

- **RETIREMENT – PERS**
3.0% @ 50 OR 2.7% @ 57
(depending on PERS membership date and City hire date)
PERS will determine Classic or New membership status; if there is a portion of Employee Contribution paid by the City, it will be reported as Special Compensation for retirement purposes only
- **VOLUNTARY EMPLOYEES BENEFICIARY ASSOCIATION (VEBA)**
1.5% of base salary/month, \$28.70/month employer contribution, and 100% of the cash out value of sick leave at time of retirement

VACATION AND HOLIDAYS

- **VACATION**
Less than 5 years of service.....2 weeks/year
5-14 years of service.....3 weeks/year
15+ years of service.....4 weeks/year
- **HOLIDAYS**
12 fixed

SICK LEAVE AND OTHER LEAVES OF ABSENCE

- **SICK LEAVE** 8 hours/month
- **BEREAVEMENT LEAVE** 30 hours/eligible death
- **JURY DUTY** Unlimited
- **MILITARY LEAVE**
160 hours/year per Military & Veterans Code; plus up to one year difference between City/military pay
- **MATERNITY LEAVE**
16 weeks unpaid leave
(must supplement with paid leave if available)
- **FAMILY MEDICAL LEAVE & CALIFORNIA FAMILY RIGHTS ACT (FMLA & CFRA)**
12 weeks unpaid leave in a 12 month period
(must supplement with paid leave if available)

MISCELLANEOUS

- **UNIFORM ALLOWANCE**
\$1,000/year; Safety equipment provided
- **BILINGUAL BONUS**
\$100.00/month
- **TUITION REIMBURSEMENT**
75% up to \$5,000/fiscal year per terms in MOU
- **WORK SCHEDULE** is flexible based on assignment & department needs
- **EDUCATIONAL INCENTIVE PAY**
AA.....\$175.00/month
BA/BS.....\$275.00/month
MA/MS.....\$450.00/month
- **POST CERTIFICATES**
Intermediate 5% of Officer step 9 salary
Advanced 9% of Officer step 9 salary
Supervisory 9% of Sergeant step 9 salary
Management 15% of Lieutenant step 9 salary

THIS IS PROVIDED AS A SUMMARY OF BENEFITS AND DOES NOT CONFER ANY RIGHTS UPON ANY EMPLOYEE. PLEASE REFER TO THE APPROPRIATE MEMORANDUM OF UNDERSTANDING FOR A MORE DETAILED DISCUSSION OF THESE BENEFITS.